## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## FSA (and below)

For 4th Quarter 2011 for period ending September 30, 2011

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2011Thru09-30
	2006	2007	2008	2009	2010	201111111u09-30
Number of Complaints Filed	40	49	41	24	44	38
Number of Complainants	40	45	40	19	44	38
Repeat Filers	1	4	1	3	0	0

Complaints by Pagis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2006	2007	2008	2009	2010	2011Thru09- 30
Race	20	11	17	8	13	13
Color	7	0	3	2	0	2
Religion	3	1	2	0	1	0
Reprisal	20	22	23	14	18	20
Sex	9	17	11	8	16	12
National Origin	7	2	4	0	0	2

Equal Pay Act	0	0	1	0	0	0
Age	13	19	12	12	11	14
Disability	10	5	5	5	11	7
Non-EEO	3	1	3	2	6	2
Comploints by Issue			Com	parativ	e Data	l
Complaints by Issue	Pro	evious ]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2006	2007	2008	2009	2010	2011Thru09- 30
Appointment/Hire	0	5	1	1	0	5
Assignment of Duties	7	5	5	4	2	2
Awards	2	1	1	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	1	1	1	1	0	0
Suspension	5	3	1	1	1	2
Removal	1	3	0	0	0	0
Other	2	1	1	1	0	0
Duty Hours	0	1	0	0	0	0
Evaluation Appraisal	3	2	7	5	3	3
Examination/Test	1	1	0	0	0	0
Harassment						
Non-Sexual	9	16	20	12	14	14
Sexual	1	1	1	2	2	1
Medical Examination	0	0	0	0	0	0

Pay (Including Over	rtime)		1		1	1	(	)	0	0
Promotion/Non-Sel	ection		12	2	16	10	3	3	12	9
Reassignment										
Denied			0		0	0	(	)	0	1
Directed			1		5	4	(	)	4	1
Reasonable Accomi	nodation		3		1	1	]	l	3	3
Reinstatement			0		0	0	(	)	0	0
Retirement			2		0	0	(	)	0	0
Termination			5		3	3	6	5	2	2
Terms/Conditions o Employment	f		2		2	1	(	)	2	0
Time and Attendance	ee		4		4	4		1	6	3
Training			0		0	1	]	1	3	1
Other			3		2	2	7	7	9	9
					Com	parativ	e D	ata		
<b>Processing Time</b>		Pre	eviou	ıs l	Fiscal Y	Year D	ata			2011Thru09-
	2006	200	7	2	2008	2009	9	2	2010	30
Complaints pending	during fi	scal y	ear							
Average number of days in investigation	212.00	232.	93	22	29.44	291.7	71	23	82.90	300.27
Average number of days in final action	272.75	281.	24	96	50.28	1,029.	70	1,3	366.50	316.81
Complaint pending	during fis	cal ye	ar w	he	re hear	ing was	req	ues	ted	
Average number of days in	231.55	209.	89	22	21.61	296.2	21	2	77.00	277.94

													1	
investigation														
Average number of days in final action	52.7	5	214.	.60	8	32.6	7		50.5	50	76	0.25	5	9.00
Complaint pending of	during	fiso	cal ye	ear v	vhe	re h	 neai	ing	wa	s not	requ	iested		
Average number of days in investigation	194.8	32	250	.21	23	34.6	57	2	287.	82	28	5.27	31	14.02
Average number of days in final action	547.7	75	341.	.82	1,0	079.	.95	1,	,130	).13	1,4′	76.73	4.	11.79
									Com	para	tive	Data		
Complaints Disr Agency		by	,	J	Pre	vio	us ]	Fisc	al Y	Year l	Dat	a	20117	
Agency				200	6	200	<b>)7</b>	20	08	2009	2	2010		30
Total Complaints Di Agency	smisse	ed b	у	6		3		1	1	5		4		8
Average days pendir dismissal	ng prio	or to	)	713	3	43	9	15	55	478		192		51
	Comp	plai	ints \	Witl	ıdr	awı	n b	y C	om]	plaina	ants	3		
Total Complaints W Complainants	ithdrav	wn	by	5		4		(	)	1		3		3
							—— (	 Com	par	ative	Da	ta		
Total Final Agen	•			Pre	vio	us F	Fisc	al Y	Yea	r Dat	a		2011	Thru09-
Actions Finding Discrimination	_	2	2006	2	007	7	200	08	2	009	2	010	4	30
		#	%	#	9/	<b>ó</b> #	#	<b>%</b>	#	%	#	%	#	%
Total Number Findin	ngs	4		0		(	0		1		2		4	
Without Hearing	3	0	0	0	0	) (	0	0	1	100	2	100	3	75
			<del></del>	<del>-</del>		$\overline{}$	$\neg$			İ	Ť	İ	Ì	Ì

Findings of						Com	par	ative	Da	ta		
Discrimination Rendered by Basis		F	rev	vious	Fis	scal `	Yea	r Dat	a		2011	Thru09-
Note: Complaints can be	20	006	20	007	20	008	2	009	20	010		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	4		0		0		1		2		4	
Race	2	50	0	0	0	0	0	0	0	0	1	25
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	75	0	0	0	0	0	0	1	50	1	25
Sex	0	0	0	0	0	0	1	100	0	0	1	25
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	2	50
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4		0		0		0		0		1	
Race	2	50	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	75	0	0	0	0	0	0	0	0	1	100
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0

Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
												1
Findings Without Hearing	0		0		0		0		2		3	
Race	0	0	0	0	0	0	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	33
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	2	67
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Com	par	ative	Dat	ta		
Findings of Discrimination Rendered		F	rev	ious	Fis	cal Y	Yea	r Dat	a		2011	Thru09-
by Issue	20	06	20	07	20	008	20	009	20	10		30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	4		0		0		1		2		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	2	50
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						ı						
Non-Sexual	1	25	0	0	0	0	0	0	1	50	1	25
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	1	25
Promotion/Non-Selection	3	75	0	0	0	0	1	100	0	0	1	25
Reassignment												•
Denied	1	25	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	25
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	25	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	1	25
Time and Attendance	1	25	0	0	0	0	0	0	1	50	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4		0		0		0		0		1	

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	100
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	3	75	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	1	25	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	25	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment													
Training		0	0	0	0	0	0	0	0	0	0	0	0
Cother - User Defined         0	Time and Attendance	1	25	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing         0         0         0         1         2         3           Appointment/Hire         0	Training	0	0	0	0	0	0	0	0	0	0	0	0
Hearing         0         0         0         1         2         3           Appointment/Hire         0	Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Hearing         0         0         0         1         2         3           Appointment/Hire         0													
Assignment of Duties	_	0		0		0		1		2		3	
Awards         0 <td>Appointment/Hire</td> <td>0</td>	Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time         0	Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	33
Disciplinary Action   Demotion   O   O   O   O   O   O   O   O   O	Awards	0	0	0	0	0	0	0	0	0	0	0	0
Demotion         0<	Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand         0	Disciplinary Action												
Suspension         0	Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Removal         0 </td <td>Reprimand</td> <td>0</td>	Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Other         0 <td>Suspension</td> <td>0</td>	Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours         0	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal       0	Other	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test         0	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Harassment           Non-Sexual         0         <	Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	1	33
Non-Sexual         0         0         0         0         0         0         0         1         50         1         33           Sexual         0	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual         0 <td>Harassment</td> <td></td>	Harassment												
Medical Examination         0	Non-Sexual	0	0	0	0	0	0	0	0	1	50	1	33
Pay (Including Overtime) 0 0 0 0 0 0 0 0 0 1 33	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
	Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	1	33
Promotion/Non-Selection   0   0   0   0   0   1   100   0   0	Promotion/Non-Selection	0	0	0	0	0	0	1	100	0	0	1	33

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	33
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	1	33
Time and Attendance	0	0	0	0	0	0	0	0	1	50	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
						0	0	0	0	0	0	0
Other - User Defined	0		0	0	0							<u> </u>
Other - User Defined  Pending Complaints Filed Previous Fiscal Years by St	l in		<u> </u>			C	om	parati Zear D	ve	Data	<u> </u>	Thru09-
Pending Complaints Filed	l in	ls _	<u> </u>	revio		C	om	parati	ve Data	Data	<u> </u>	Thru09- 30
Pending Complaints Filed	l in tatu	as 2	P	revio	ous	C	om al Y	parati Zear D	ve Pata	Data	<u> </u>	
Pending Complaints Filed Previous Fiscal Years by St  Total complaints from previous	l in tatu		P	revio	ous 007	C Fisc	om al Y 08	parati Zear D	eve Data	Data  1 010	<u> </u>	30
Pending Complaints Filed Previous Fiscal Years by St Total complaints from previous Fiscal Years	l in tatu		P2006	revio	ous 007 41	C Fisc. 200	om al Y 08	parati Zear D 2009	eve Data	Data 010	<u> </u>	<b>30</b> 95
Pending Complaints Filed Previous Fiscal Years by State Total complaints from previous Fiscal Years  Total Complainants	l in tatu		P2006	revio 1 1 1	ous 007 41	C Fisc. 200	om om om on on one of the one of	parati Zear D 2009	eve Data	Data 010	<u> </u>	<b>30</b> 95
Pending Complaints Filed Previous Fiscal Years by State Total complaints from previous Fiscal Years  Total Complainants  Number complaints pending	l in tatu		P: 2006	revio 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	<b>Dus 007</b> 41	C Fisc 200	om al Y 08	parati Zear D 2009 139	eve Data	Data 010 96	<u> </u>	<ul><li>30</li><li>95</li><li>89</li></ul>
Pending Complaints Filed Previous Fiscal Years by St  Total complaints from previous Fiscal Years  Total Complainants  Number complaints pending  Investigation  ROI issued, pending	l in tatu		P. 2006 165	revio 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	007 41 23	C Fisc. 200 13	08 7 1 1 2 1	parati Zear D 2009 139 122	ove 2	<b>Data</b> 1  010  96  83	<u> </u>	<ul><li>30</li><li>95</li><li>89</li><li>2</li></ul>
Pending Complaints Filed Previous Fiscal Years by State Total complaints from previous Fiscal Years  Total Complainants  Number complaints pending Investigation  ROI issued, pending Complainant's action	l in tatu		P: 2006 165 137	revio 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	007 41 23	C Fisc. 200 13	om, al Y 08 7	parati Zear D 2009 139 122	ove 2	Data 010 96 83	<u> </u>	30 95 89 2 0
Pending Complaints Filed Previous Fiscal Years by St  Total complaints from previous Fiscal Years  Total Complainants  Number complaints pending Investigation  ROI issued, pending Complainant's action  Hearing	l in tatu	2	P: 2006 1165 137 3 2 3	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	007 41 23 4	13 12 12 12 12 12 12 12 12 12 12 12 12 12	om. al Y 08 7 11 22	parati Zear D 2009 139 122 11 0 44	ove 2	Data  010  96  83  0  0  0  0  0  0  0  0  0  0  0  0  0	<u> </u>	30 95 89 2 0 42

	Pro	evious ]	Fiscal Y	Year D	ata	2011Thru09-
	2006	2007	2008	2009	2010	30
Pending Complaints Where Investigations Exceed Required Time Frames	4	8	19	18	29	8